

2022 STCU FT Negotiations Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Company Counter Proposal to Union Proposal #3

**Addendum B-3
UNITE Here! Local 362**

...

ATTRACTIONS (includes Attractions, Auto Plaza, Slide Operations and Ticketing):

...

Kilimanjaro Safari employees working in the "Refueling" position who refuel the KSR vehicles shall be paid a thirty cent (\$0.30) premium, for actual time performing refueling.

...

Company Proposal Provided to UH Local 362:

Date: _____

Time: _____

Tentative Agreement Date/Time:

9/22/22 5:33 PM

Company:

UH Local 362:

2022 STCU FT Negotiations Addendum Company Proposal
UH Local 362

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Company Counter to U8 – Training Requirement Following Transfer

Addendum B-3
Unite Here! Local 362

...

ATTRACTIONS (includes Attractions, Auto Plaza, Slide Operations and Ticketing):

...

When an Attractions employee transfers to a new scheduling pool, upon request of the employee, the Company will provide training updates for a period of three (3) months following the transfer provided the employee is likely to be scheduled or voluntarily work in their previous location. Required training will be less than two (2) hours in length and occur only on straight time.

...

Company Proposal Provided to UH Local
362:

Date: _____

Time: _____

Tentative Agreement - Date/Time: 9/22/2022 5:47pm

Company:

UH Local 362:

2022 STCU FT Negotiations Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Company Counter to Union Proposal 11

**Addendum B-3
Unite Here! Local 362**

Attractions

...

Innoventions Transfer Process

~~Future World West Attractions Host/ess may apply for Presenter positions for a period of one (1) week prior to the opening being released to Casting. Selection(s) will be made in accordance with STCU Article 14.~~

...

Animal Care/Innoventions Presenters

In the event the Company resumes performance of the work formerly performed by Animal Care Specialists, ~~and/or~~ Animal Care Specialist Seniors, **and/or Innoventions Presenters**, the Company will notify UNITE HERE! Local 362.

...

Company Proposal Provided to UH Local 362:

Date: _____

Time: _____

Tentative Agreement Date/Time: 9/22/2022 5:54pm

Company: _____

UH Local 362: [Signature]

**2022 STCU FT Negotiations Addendum Company Proposal
Unite Here Local 362**

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Show Observation

**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
UNITE HERE! Local 362 Addendum**

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and UNITE HERE! Local 362 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

During the course of the 2022 negotiations, the Company and UNITE HERE Local 362 mutually agree the intent of Show Observations is to provide an informal training process whereby designated employees give feedback in order to maintain and improve the high standards of Guest service.

1. Show Observations may be conducted at any live narration attraction or location.
2. The Show Observer will be designated by Management and will receive the Trainer Premium for all hours worked in that role.
3. A Show Observer will be required to attend a Show Observation instructional session prior to conducting Show Observations. Employees designated to conduct Show Observations will be rotated in the role.
4. An employee being observed will be notified prior to the Show Observation being conducted.
5. The Show Observation feedback will be shared as quickly as possible with the employee. The employee observed has the right to review the Show Observation report during the feedback session. Show Observation reports will not be posted in the areas.

This Memorandum of Understanding expires at the end of the term of the 2022 Full Time STCU Agreement.

Christie Sutherland Date
Director, Labor Relations
Walt Disney Parks and Resorts, U.S.

Eric Clinton Date
President
UNITE HERE! Local 362

Company Proposal Provided to UH 362:

Tentative Agreement Date/Time: 9/22/2022 6:13pm

Date: _____

Company: _____

Time: _____

UH 362: _____

**2022 STCU FT Negotiations Addendum Company Proposal
UH Local 362**

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Scheduling

**Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
UNITE HERE! Local 362 Addendum**

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and UNITE HERE! Local 362 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

During the course of the 2022 Unite HERE 362 Addendum negotiations, the Company and UNITE HERE Local 362 agree to the following:

1. Cast Members represented by Unite HERE 362 who are scheduled in accordance with preference scheduling will be given the opportunity to adjust his/her individual preference, including:

- Shift time of day,
- Hours per week
- Job/location, and
- Preference order (time of day, hours per week, and job/location).

2. Days off is the only selection Cast Members will not be able to change.

3. This opportunity will be limited to one (1) time per employee between each schedule bid.

4. This process does not guarantee that the Cast Member will be given the schedule of his/her choice. Schedules may change based on business conditions. The change in preferences will result in schedules being assigned on a Full-Time seniority basis according to the STCU contract.

This Memorandum of Understanding expires at the end of the term of the 2022 STCU Agreement.

LR Representative Date
Position, Labor Relations
Walt Disney Parks and Resorts, U.S.

Eric Clinton Date
President
UNITE HERE! Local 362

Company Proposal Provided to UH Local 362:

Date: _____

Time: _____

Tentative Agreement Date/Time: _____

Company: _____

UH Local 362: _____

9/22/22 6:13

**2022 STCU FT Negotiations Addendum Company Proposal
Unite Here Local 362**

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

**Custodial Scheduling
Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
UNITE HERE! Local 362 Addendum**

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and UNITE HERE! Local 362 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

During the 2022 UNITE HERE! Local 362 Addendum negotiations, the Company and UNITE HERE! Local 362 mutually agreed to the following:

The Company will continue the scheduling practice for Disney's Hollywood Studios, Magic Kingdom, Disney's Animal Kingdom, and Epcot Day Custodial scheduling pools and will implement these practices for the Disney Springs Day Custodial scheduling pool effective the first schedule bid following ratification of the 2022 Service Trades Council Union Full Time Agreement. The parameters are as follow:

1. The Company will provide hard lines for at least fifty percent (50%) of the Full-Time Cast (based on actual headcount at time of the bid) within the Day Custodial scheduling pool (excluding stused coordinators).
2. In accordance with Article 5 of the collective bargaining agreement, days off and shift hours of the hard lines will be determined at the Company's sole discretion based on business needs.
3. During the weekly scheduling process, shifts may have variable start and end times based on business drivers (e.g. Operating Hours, Attendance, Special Events, etc.) with the following parameters:
 - Opening shifts will not vary more than two (2) hours between start time and two (2) hours between end times
 - Mid shifts will not vary more than one-half (1/2) hour between start time and one-half (1/2) hours between end times
 - Closing shifts will not vary more than three (3) hour between start time and five (5) hours between end times
4. Employees stused within Parks Day Custodial job classifications will be offered the opportunity to select and/or preference primary job function/assignment in seniority order during the schedule bid.
 - In accordance with Article 5, Section 1 of the 2022 STCU Agreement, the Company reserves the right to adjust assignments based on operational need either in schedule production and/or day of assignments.

Company Proposal Provided to UH 362:

Tentative Agreement Date/Time:

9/23/22 2:30 PM

Date: _____

Company:

Time: _____

UH 362:

2022 STCU FT Negotiations Addendum Company Proposal
Unite Here Local 362

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

- If the Company determines a need to discontinue or modify the opportunity to select and/or preference primary job function/assignment at all or some of the Park locations, the Union will be provided a minimum of sixty (60) days' notice prior to the next bid. Upon request, the Company will meet and discuss the change and bargain over the impacts on employees, if any.

This Memorandum of Understanding expires at the end of the term of the 2022 STCU Agreement.

Christie Sutherland Date
Director, Labor Relations
Walt Disney Parks and Resorts, U.S.

Eric Clinton Date
President
UNITE HERE! Local 362

Company Proposal Provided to UH 362: **Tentative Agreement Date/Time:** _____

Date: _____

Company: _____

Time: _____

UH 362: _____

2022 STCU FT Negotiations Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Company Counter to Union Proposal #10

Addendum B-3 UNITE HERE! Local 362

Attractions Host/ess Trails, and Attractions Artists

Employees who request a transfer to the Attractions Host/ess Trails and Attractions Artist positions will be required to complete an interview, and/or audition and/or assessment as part of the selection process.

Employees in the Attractions Host/ess Trails and Attractions Artist positions will participate in a structured training, observation and feedback program that allows for performance based recognition and counseling directly related to subject matter, content and delivery.

Any Employee in the Attractions Host/ess Trails and Attractions Artist positions who receives two reprimands for job performance in a rolling twelve (12) month period will be transferred to an Attractions Host/ess position.

...

Company Proposal Provided to UH Local
362:

Date: _____

Time: _____

Tentative Agreement Date/Time:

9/13/22 2:10 PM

Company:

UH Local 362:

**2022 STCU FT Negotiations
UNITE HERE! Local 362 Addendum Tentative Agreement**

September 23, 2022

Eric Clinton
President, UNITE HERE Local 362
1255 La Quinta Drive, Suite 212
Orlando, Florida 32809

Re: Letter of Intent regarding Jungle Cruise and Typhoon Lagoon Main Entrance Break Rooms

Dear Eric:



Pursuant to our conversation during the 2022 UNITE HERE! Local 362 Addendum negotiations, within 90 days of ratification of the 2022 Service Trades Council Union Full Time Agreement, the Company will designate the Main Street Breakroom as the break room for Jungle Cruise employees. As such, the employees will check in to CDS and/or clock in/out for breaks and lunches at the Main Street Breakroom. The Company will explore and implement a similar resolution for Typhoon Lagoon Main Entrance.

Sincerely,

Christie Sutherland
Director, Labor Relations

Company:

UH 362:

 9/23/22 11:39 AM


2022 STCU FT Negotiations Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Company Counter Proposal to Union Proposal #7

**Addendum B-3
UNITE Here! Local 362**

**Attractions Rotations
Memorandum of Understanding
2022 Walt Disney Parks and Resorts U.S.
And
UNITE HERE! Local 362**

This Memorandum of Understanding ("MOU") is between Walt Disney Parks and Resorts, U.S. ("Company"), and UNITE HERE! Local 362 ("Union"), a signatory to the Service Trades Council Union Agreement ("STCU Agreement"), collectively referred to as "the Parties."

The Company and UNITE HERE Local 362 mutually agree that based on operating needs the Company will endeavor to position the Rest Periods and/or Lunch Periods in such a way that an Attractions H/H will be in rotation no longer than three (3) hours. Additionally, the Company will not cancel a rotational bump unless necessitated by such operational needs.

This Memorandum of Understanding expires at the end of the term of the 2022 Full Time STCU Agreement.

Christie Sutherland Date
Director, Labor Relations
Walt Disney Parks and Resorts, U.S.

Eric Clinton Date
President
UNITE HERE! Local 362

Company Proposal Provided to UH Local 362:

Date: _____

Time: _____

Tentative Agreement Date/Time: 9/23/22 11:42AM

Company: [Signature]

UH Local 362: [Signature]

2022 STCU FT Negotiations Addendum Company Proposal

The Company reserves the right to add, delete, modify, and/or amend proposals, individually or in whole, until such time as a complete agreement has been reached between the Company and the Union.

Company Counter to Union Proposal 17

**Addendum B-3
Unite Here! Local 362**

Attractions

When an Attractions employee regularly deployed or temporarily displaced returns to their statused classification/location the Company will not automatically remove proficiencies from their deployed/displaced location provided their training is current. The Company will not be required to provide updated training if the employee is not regularly working in the deployed/displaced location.

Company Proposal Provided to UH Local 362:

Date: _____

Time: _____

Tentative Agreement Date/Time: _____

9/23/22 11:46 AM

Company: _____

UH Local 362: _____

